

## **FIRE CHIEF**

(Competitive Class)

### **DISTINGUISHING FEATURES OF THE CLASS**

The Fire Chief is directly responsible for the organization and administration of the department, for financial planning, public relations, and for employee supervision. The chief is also responsible for providing for employee training, as well as directing all fire suppression operations of the department either in person or through a designated subordinate. The Fire Chief has authority and responsibility to operate independently and is accountable to the Fire Board of Commissioners.

### **EXAMPLES OF WORK**

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Develops management policies, goals, and objectives for the department. Establishes functional and territorial divisions for efficient fire protection, organizes the personnel management functions of the department, creates work cycles and effectively deploys manpower. Collects, analyzes, and organizes data from recognized authorities to be used for planning and problem solving. Reviews department operations and decides if structural changes are needed. Reviews legislation and regulations, determines if changes in departmental procedures are needed, and testifies on proposed legislation before legislative committees. Monitors any local conditions which may affect the department. Ensures productivity of department by evaluating programs and procedures, and identifying areas of improvement. Develops a report review system to analyze the quality of fire service and provides for outside audits. Oversees an information management system designed to organize information for use in the administration of the department.

Reviews incoming communications and routes work to the appropriate personnel. Develops a personnel recruitment program and interviews prospective employees. Maintains promotional eligibility lists in accordance with civil service law and establishes a personnel performance evaluation program. Uses information from performance evaluations to make decisions on job assignments and develops and administers a comprehensive personnel plan. Balances meeting employee needs with achieving organizational goals, and develops a grievance resolution process for personnel. Reviews work to be done, delegates assignments, and outlines duties. Sets task priorities and long term goals for subordinates. Assigns work spaces and provides subordinates with the resources necessary to get their jobs done. Holds formal meetings to receive reports, disseminate information, and discuss work problems. Adjusts work

schedules, approves leave, reviews reports, and monitors personnel work pace. Evaluates the work performance of employees, writes evaluation reports, and counsels those who are experiencing work problems. Handles grievances and provides for employee growth and career development. Motivates employees and maintains discipline among the department.

Collects risk analysis data and devises a risk management program. Monitors the results of the risk management program, directs the investigation of all accidents, and makes changes to procedure. Develops and implements a safety program for the department, establishing a system of line personnel inspections. Establishes an internal affairs review process to investigate code of conduct violations. Inspects the appearance of department equipment and personnel to ensure that they meet safety standards and controls accident hazards. Evaluates training needs, establishes a training program for the department, and provides on-the-job training for members. Provides for outside instruction to meet training needs and serves as an instructor for formal classroom training in the department. Maintains proficiency in the use of department equipment and attends training courses for certifications.

Prepares a departmental operating budget and authorizes expenditures of funds in keeping with said budget. Supervises a communication system for the department that includes handling calls to and from the emergency scene, as well as non-emergency communications. Oversees the general care and maintenance of department equipment, obtains estimates on repair costs, locates repair services, and arranges for repairs for all department property. Inspects repairs to ensure they were properly accomplished. Prepares specifications on new fire department equipment for public bids. Locates grants available for fire protection projects and writes requests for funds to aid in the operation of the department.

Implements an emergency management system, and directs fire ground operations. Monitors staff members and directs the handling of hazardous materials emergencies. Directs fire department equipment and personnel at special tactical situations and develops a system to provide for organized, rapid care to injured persons on the scene. Implements effective fireground communications procedures to promote maximum effectiveness and oversees a program of pre-fire planning to provide rescue and fire fighting services to the community.

Establishes policy concerning what information should be kept in departmental records, how that information should be stored, and a retention schedule. Supervises preparation and maintenance of departmental records, reviews subordinates' records, and periodically inspects record keeping facilities. Compiles, analyzes, and organizes data needed for reports and personally completes any forms or records required.

Writes letters, public service announcements, news releases, and any other type of official department correspondence. Promotes a

positive image of the work of the department, and coordinates the work of the department with related agencies. Serves as official department representative at any required meetings, and makes speeches before groups. Acts as department representative to the news media and handles any complaints leveled at the department from the public. Directs public education efforts on fire prevention, oversees education demonstrations and lectures on fire protection topics. Attends conferences, conventions, and other educational meetings to keep informed on modern firefighting methods and administrative practices.

Performs any related duties assigned.

#### **QUALIFICATION REQUIREMENTS**

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the test.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of appointment, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid driver's license.

#### **MUST MEET ONE OF THE FOLLOWING THREE QUALIFICATIONS**

##### **EITHER**

Must have a bachelor's degree in fire science, fire administration, business administration, public administration, or a related curriculum and at least five (6) years of experience in full time fire service positions, at least two (2) years of which must have been in positions which include administrative or supervisory responsibilities. Fire service experience must include full time experience with a paid fire department in fire suppression and rescue, and should include work in positions which would provide background in fire prevention and investigation, fire training, and related areas of fire department operations and management.

##### **OR**

Must have an associate degree in fire science, fire administration, or a bachelor's degree in an unrelated curriculum and at least seven (8) years of in full time fire service positions, at least two (2) years of which must have been in positions which include administrative or supervisory responsibilities. Fire service

experience must include full time experience with a paid fire department in fire suppression and rescue, and should include work in positions which would provide background in fire prevention and investigation, fire training, and related areas of fire department operations and management.

**OR**

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcript, affidavit from the issuing high school, associate's or bachelor's degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate. Must also have at least ten (10) years of experience in full time fire service positions, at least two (2) years of which must have been in positions which include administrative or supervisory responsibilities. Fire service experience must include full time experience with a paid fire department in fire suppression and rescue, and should include work in positions which would provide background in fire prevention and investigation, fire training, and related areas of fire department operations and management.